



## Covington Response

### June 2023 Summary Report

The Covington Response Oversight and Implementation committees continue their work on a path forward in support of trauma informed systematic institutional and culture change. Below are some key highlights of the committees' efforts.

#### **Policy work:**

- The Oversight Committee is reviewing the second review round of the Develop and Communicate a Standardized, Comprehensive Investigations Policy SBAR.
- The Discrimination, Harassment and Retaliation policy went through a handful of revisions based on feedback from OHSU members and Oversight Committee members. Areas where the policy could not be updated are those that are required by federal law, specifically Title IX and Title VII of the Civil Rights Act of 1964. Information about the policy and its revisions were shared broadly with all OHSU members. As training was being developed, we quickly realized the need for robust materials that could provide more than just a high-level overview of the policy. Rather, it's important for training to capture nuances of the policy, provide scenarios and help OHSU members become comfortable with their responsibilities. Because of this, we'll work with an external vendor to provide more robust materials, delaying the roll-out of the DHR training.
- After a public comment period, the Prohibition on Bullying policy has moved to a second round of review by the Policy Advisory Committee.

#### **SBAR work**

In addition to the Develop and Communicate a Standardized, Comprehensive Investigations Policy SBAR, the Oversight Committee is in the second review of the Reduce the Complexity of Reporting Channels SBAR and the first round of review for the Develop Diversity, Equity, Inclusion and Belonging Objectives for Managers SBAR.

#### **Oversight and Implementation committee transition**

Conversations have started around permanently weaving the work and processes of the committees into OHSU's long-term culture plan. The current timeline notes that work of the 43 recommendations outlined within the Covington Report will be complete by



October 2023. Afterwards, transition of the committees and the focus of their work will begin.

### **Centralized incident management and reporting (EthicsPoint)**

This month, the project team focused on setting up system access for testers and launching the initial round of system testing to validate the EthicsPoint application database configuration set up. In addition, they kicked off the user acceptance testing process with assistance and planning from testing coordinators and testers in Human Resources, the Office of Civil Rights Investigations and Compliance and Integrity, who are beginning their review to validate the case management system set up in EthicsPoint. In parallel, the project team also initiated a design review of the OHSU integrity helpline web intake test site from the usability perspective of the report form users (focusing on potential users of the site, including employees, students, patients, contractors, etc.) to ensure ease of use and accessibility.

### **AAEO to OCIC shift**

The marketing team is currently working on a redesign of informational posters to indicate the name shift of Affirmative Action and Equal Opportunity (AAEO) to the Office of Civil Rights Investigations and Compliance (OCIC). The new posters will be temporary as the marketing team plans a larger campaign to align with the rollout of the new centralized incident management and reporting system, EthicsPoint. Design and discovery for this campaign is planned for later this summer. The Respect at the University training course in Compass and related documentation and polices are also being reviewed for necessary updates.

Additionally, as part of the transition of employee accommodations to HR (under Occupational Health), recruitments are open for four Accommodations Specialist positions, along with a manager position. The new office will be called the Office of Employee Accommodations (OEA) and these positions should be filled by July. The transition to Occupational Health will begin in August and planned to be fully completed by September.

### **Accountability Dashboard and SBAR Scorecard**

The latest Accountability Dashboard and SBAR Scorecard, along with prior monthly reports, are [available online](#).